

Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly



**Prepared by the
Missouri Department of Elementary and Secondary Education
Division of Teacher Quality and Urban Education**

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Missouri's Teacher Work Force

DEMOGRAPHICS

- **Gender**
- **Race, Ethnicity**
- **Age**
- **Experience**

2008 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2002, 2003, 2004, 2005, 2006, 2007 updates and the initial December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 1.05% from 2007 to 2008.
- From 2007 to 2008 the total number of black teachers decreased by .2% and remained only 6.1 % of the total teaching workforce.

Age & Experience

- 51.0% of our teachers have 10 years or less of experience.
- This percentage is up .4% from 2007.

Teacher Workforce Dynamics

- District hiring rate increased to 12.8%, up 0.4% from 2007.
- The percentage of district new hires that were first year teachers increased by .9%.
- District new hires from out of state increased by 2.1%.
- District new hires from other districts decreased by 3.1%.
- Teachers leaving the classroom after only one to three years decreased by 1.3%.
- Teachers leaving the classroom after only one to five years increased by 1.3%.

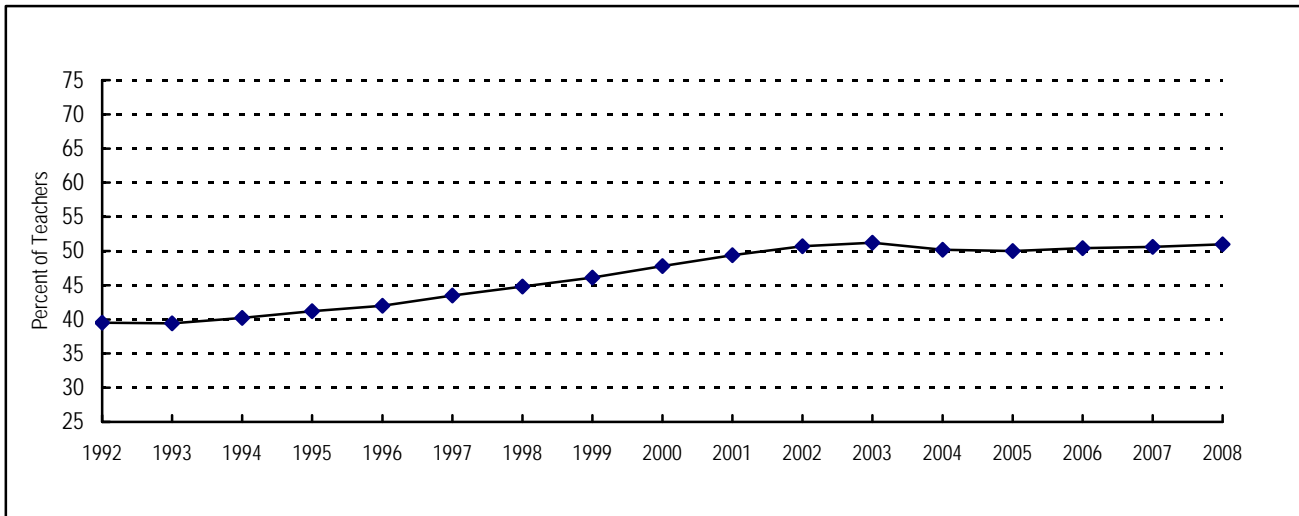
Gender and Race/Ethnicity Trends, 1996-2008

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Teachers³	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840
GENDER													
Female	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%
Male	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%
RACE/ETHNICITY													
WHITE	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%	92.4%	92.5%	92.7%	92.9%
Female	71.0%	71.3%	71.6%	71.9%	71.8%	72.3 %	72.3%	72.1%	72.3%	72.6%	71.0%	73.1%	73.3%
Male	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%	19.6%	19.6%	19.6%
BLACK													
Female	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%	4.9%	4.8%
Male	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%	1.4%	1.3%
OTHER⁴													
	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%	1.0%	1.0%

Age Trends, 1996-2008

AGE GROUP ⁵	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
20-29	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%	20.0%	23.2%	26.3%
30-39	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%	26.1%	26.1%	25.8%
40-49	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%	24.6%	25.1%	24.2%
50-59	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%	24.9%	22.3%	20.9%
60+	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4%	4.9%	4.5%	3.2%	2.9%

Percent of Teachers with 0-10 Years of Experience
1992 to 2008



Experience Trends, 1996-2008

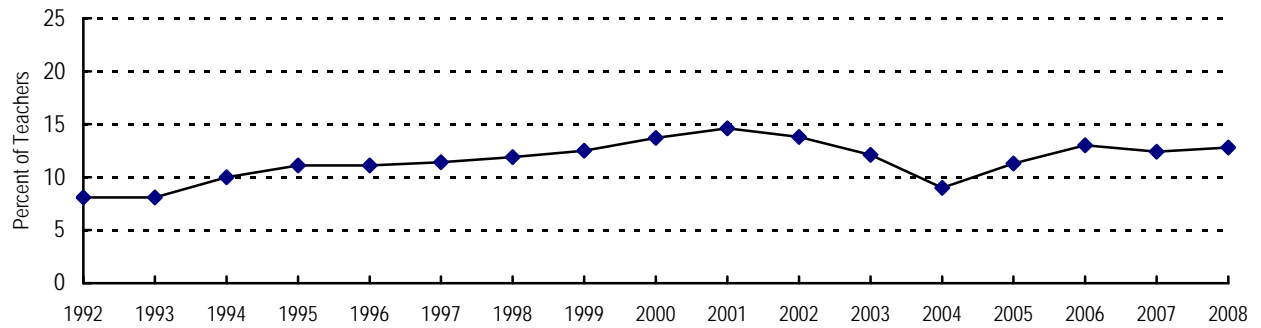
YEARS OF EXPERIENCE ⁶	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
0-10	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%
0-5	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%
6-10	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%
11-20	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%
21-30	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%
31+	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%

Missouri's Teacher Work Force

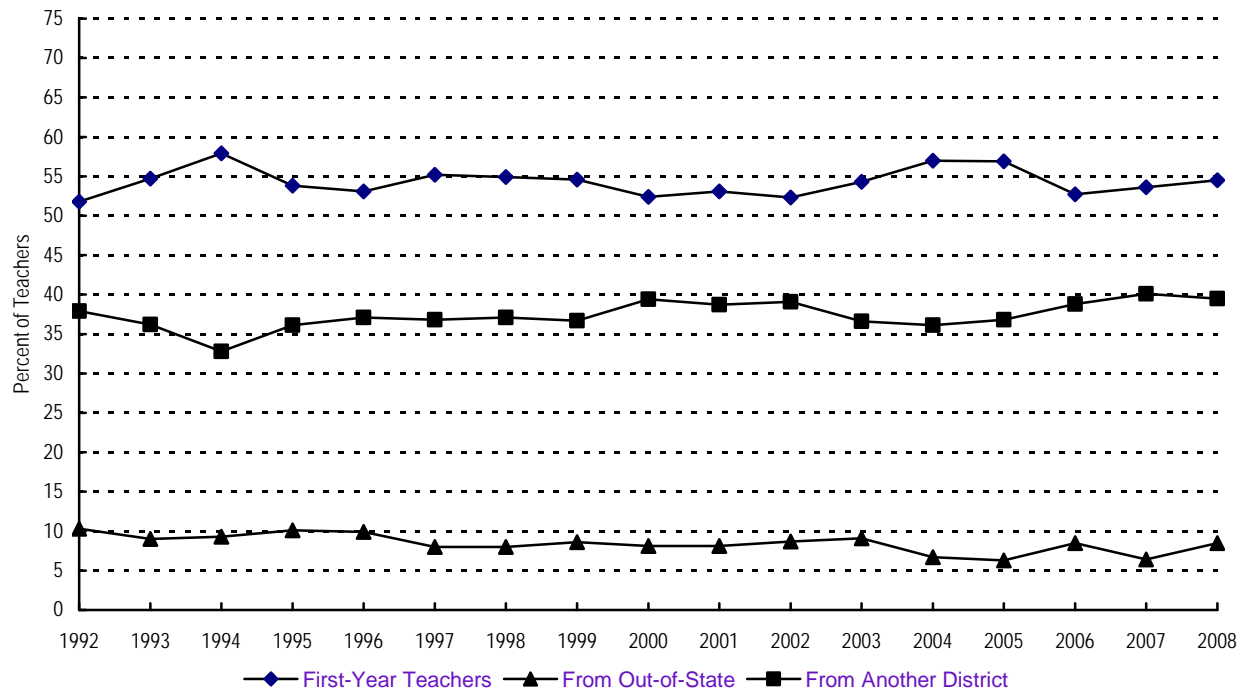
DYNAMICS

- **Teachers Entering the Work Force**
- **Teachers Leaving the Work Force**
- **Shortage Areas**

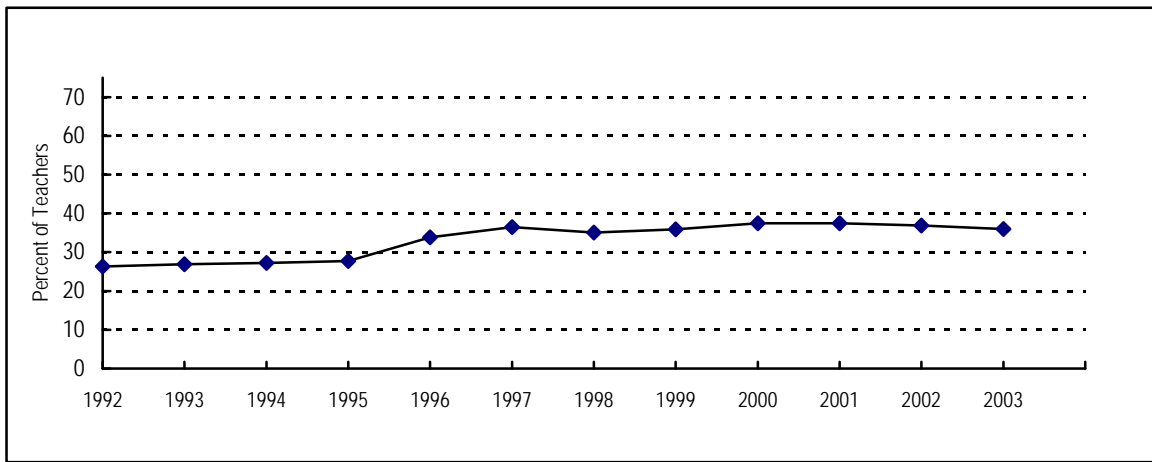
Hiring Rate 1992 to 2008



District New Hires 1992 to 2008



Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 2003



Teachers Leaving Missouri's Public School Work Force, 1996-2008

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Teachers	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840
First-Year Teachers	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864
<i>% of First-Year Teachers who left the classroom¹³--</i>													
After 1-3 Years	21.7%	24.3%	25.3%	24.8%	26.0%	29.2%	30.3%	27.0%	26.7%	25.4%			
After 1-5 Years	33.8%	36.5%	35.1%	35.9%	37.5%	36.9%	36.0%	37.3%					

Teachers Entering Missouri's Public School Work Force, 1996-2008

	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Teachers	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840
District New Hires⁷	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012	7,531	8,866	8,579	8,924
Teacher Hiring Rate⁸	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
First-Year Teachers⁹	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%	6.7%	7.0%
From Out-of-State¹⁰	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%	0.8%	1.1%
From Another District¹¹	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%	5.0%	5.0%
<i>Percent of District New Hires who are--</i>													
First-Year Teachers	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%
From Out-of-State	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	8.5%
From Another District	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%
Re-entrants¹²	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%	3.4%	1.78%

Missouri's Teacher Work Force

DYNAMICS

Teacher Shortage Areas

Each year, the Missouri Department of Elementary and Secondary Education reports to the U.S. Department of Education on teacher shortage areas, by subject. The federal agency forgives Perkins college loans of qualified teachers, based on these reports. Lists of shortage areas through 2001 were identified in an annual survey of Missouri school administrators, conducted by Southwest Missouri State University. Future lists will be based on shortage areas that are reported by administrators through the state's Core Data Collection System.

1998-99	1999-00	2000-01 & 2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08
Agriculture English Speakers of Other Languages (ESOL) Foreign Language Gifted Industrial Tech. Journalism Mathematics, middle school Music, instrumental Reading (special) Science Special Education Speech/Theatre	Agriculture ESOL Foreign Language Gifted Industrial Tech. Journalism Mathematics, sec. school Mathematics, middle school Music, instrumental Reading (special) Science Special Education Speech/Language Specialist Speech/Theatre Technology Ed	Agriculture Art Business Education Driver's Education ESOL Foreign Language Gifted Health Industrial Tech. Journalism Mathematics, sec. school Mathematics, middle school Music, instrumental Music, vocal Reading (special) Science Special Education Speech/Theatre Technology Ed.	Agriculture Art Biology Business Ed Chemistry Drivers Ed ESOL Foreign Language Gifted Industrial Tech. Journalism Marketing Mathematics Music, Instrumental Music, Vocal Physics ROTC Science-all areas Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Ed	Agriculture Art Biology Business Education Chemistry Drivers Education Earth Science ESOL Family Consumer Science Foreign Language Gifted Industrial Tech Instrumental Music Journalism Marketing Mathematics Physics ROTC Science Middle School Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Ed	Counselors- (Elem./Sec) Drivers Education ESOL Family/Consumer Science Foreign Languages (all areas) Gifted Industrial Tech Journalism Library Media Specialist Marketing Mathematics Marketing Mathematics Music-Vocal ROTC Science (all areas) Special Education (all areas) Technology Ed Vocational (Director/Supervisor)	Counselors (Elem/Sec) Family Consumer Science Foreign Language (all areas) Gifted Industrial Tech Journalism Library Media Specialist Marketing Mathematics Music-Vocal ROTC School Psychological Examiner School Psychologist Science (all areas) Special Ed (all areas) Special Reading Speech/Language Specialist	Counselor (Elem) Early Childhood (B-3) ESOL Family Consumer Science Foreign Language French German Spanish Gifted Industrial Technology Journalism Mathematics Music (Vocal) ROTC School Psychological Examiner School Psychologist Science (all areas) Special Education (all areas) Special Reading Speech/Language Specialist	Behavior Disordered Biology Blind/Partially Sighted Chemistry Cross Categorical Deaf/Hearing Impaired Early Childhood (B-3) Earth Science Elem. Vocal Music ESOL Family Consumer Science Foreign Languages French German Spanish Other Gifted Industrial Tech Learning Disabled Library Media Specialist Mathematics Mentally Handicapped Music (Vocal) Physics School Psychological Examiner School Psychologist Science SDD Special Reading Speech/Language Spec.